

EEO PUBLIC FILE REPORT

A. EMPLOYMENT UNIT COVERED

WEZX-FM, WPZX-FM, WEJL-FM, WFUZ-FM, WEJL-AM, WBAX-AM

B. REPORTING PERIOD

April 1, 2014 to March 31, 2015

C. FULL-TIME VACANCIES FILLED DURING REPORTING PERIOD

(1)	JOB TITLE: <i>Sales Position #1 and #2</i>	DATE FILLED: <i>4/7/14</i>
(3)	JOB TITLE: <i>Chief Operating Officer</i>	DATE FILLED: <i>6/9/14</i>
(4)	JOB TITLE: <i>Sales Position #3</i>	DATE FILLED: <i>8/11/14</i>
(5)	JOB TITLE: <i>General Manager</i>	DATE FILLED: <i>10/13/14</i>
(6)	JOB TITLE: <i>Sales Positions #4, #5, #6 and #7</i>	DATE FILLED: <i>12/8/14</i>
(7)	JOB TITLE: <i>Sales Position #8</i>	DATE FILLED: <i>2/1/15</i>
(8)	JOB TITLE: <i>Program Director</i>	DATE FILLED: <i>2/23/15</i>

D. RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

1) JOB TITLE: *Sales Position #1 and #2* **DATE FILLED:** *4/7/14*

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
<i>3 Newspapers: Scranton Times-Tribune Citizen's Voice Standard Speaker</i>	<i>John Waschek</i>	<i>149 Penn Ave, Scranton, PA 18503</i>	<i>(570) 348-9100</i>	<i>N</i>
<i>Career and Job Centers Scranton, Wilkes-Barre</i>	<i>Email – Various Mari Olshefski</i>	<i>149 Penn Ave, Scranton, PA 18503</i>	<i>(570) 207-8599</i>	<i>N</i>
<i>College Central.com Posting Colleges/Universities</i>	<i>Mari Olshefski</i>	<i>149 Penn Ave., Scranton, PA 18503</i>	<i>(570) 207-8599</i>	<i>N</i>
<i>AllAccess.com</i>	<i>Janice Dowdell</i>	<i>149 Penn Ave., Scranton, PA 18503</i>	<i>(570)207-8571</i>	<i>N</i>
<i>Referral</i>	<i>Paul Smedley</i>	<i>149 Penn Ave., Scranton, PA 18503</i>	<i>(570) 961-1842</i>	<i>**Y</i>

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 4

**** These two employees were hired from the same interview pool ****

2) JOB TITLE: *Chief Operating Officer* **DATE FILLED:** *6/9/14*

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
<i>Inside Radio Ad</i>	<i>Bill Nish</i>	<i>149 Penn Ave., Scranton, PA 18503</i>	<i>(570) 348-9100</i>	<i>N</i>
<i>Referral</i>	<i>Robert Lynett</i>	<i>149 Penn Ave., Scranton, PA 18503</i>	<i>(570) 348-9100</i>	<i>Y</i>

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 3

3) **JOB TITLE:** Sales Position #3

DATE FILLED: 8/11/14

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
3 Newspapers: Scranton Times-Tribune Citizen's Voice Standard Speaker	John Waschek	149 Penn Ave, Scranton, PA 18503	(570) 348-9100	N
College Central.com Posting Colleges/Universities	Mari Olshefski	149 Penn Ave., Scranton, PA 18503	(570) 207-8599	N
Career and Job Centers Scranton, Wilkes-Barre	Email – Various Mari Olshefski	149 Penn Ave, Scranton, PA 18503	(570) 207-8599	N
Referral	Dave Mehall	149 Penn Ave, Scranton, PA 18503	(570) 207-8579	Y

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 1

4) **JOB TITLE:** General Manager

DATE FILLED: 10/13/14

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
AllAccess.com	allaccess.com – Bill Nish	149 Penn Ave, Scranton, PA 18503	(570) 348-9100	N
Career and Job Centers Scranton, Wilkes-Barre	Email – Various Mari Olshefski	149 Penn Ave, Scranton, PA 18503	(570) 207-8599	N
Radio & Television Business Report.com	RBR.com - Bill Nish	149 Penn Ave., Scranton, PA 18503	(570) 348-9100	N
Referral	Mitch Dolan	149 Penn Ave, Scranton, PA 18503	(570) 348-9100	Y

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 4

5) **JOB TITLE:** Sales Positions #4, #5, #6, #7 **DATE FILLED:** 12/8/14

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
3 Newspapers: Scranton Times-Tribune Citizen's Voice Standard Speaker	John Waschek	149 Penn Ave, Scranton, PA 18503	(570) 348-9100	N
Career and Job Centers Scranton, Wilkes-Barre	Email – Various Mari Olshefski	149 Penn Ave, Scranton, PA 18503	(570) 207-8599	N
Radio Recruitment Ads (3 stations)	Dave Mehall On-Air Advertising	149 Penn Ave., Scranton, PA 18503	(570) 207-8579	*** Y
College Central.com Posting Colleges/Universities	Mari Olshefski	149 Penn Ave., Scranton, PA	(570) 207-8599	N
Employment Fair	Janice Dowdell/Mark Hoover	149 Penn Ave., Scranton, PA 18503	(570)961-1842	* Y

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 12

**** These four employees were hired from the same interview pool ****

6) **JOB TITLE:** Sales Position #8 **DATE FILLED:** 2/1/15

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
3 Newspapers: Scranton Times-Tribune Citizen's Voice Standard Speaker	John Waschek	149 Penn Ave, Scranton, PA 18503	(570) 348-9100	N
Career and Job Centers Scranton, Wilkes-Barre	Email – Various Mari Olshefski	149 Penn Ave, Scranton, PA 18503	(570) 207-8599	N
Radio Recruitment Ads (3 stations)	Dave Mehall On-Air Advertising	149 Penn Ave., Scranton, PA 18503	(570) 207-8579	N
College Central.com Posting Colleges/Universities	Mari Olshefski	149 Penn Ave., Scranton, PA	(570) 207-8599	N
Former Employee Re-hired	Dave Mehall	149 Penn Ave, Scranton, PA 18503	(570) 207-8579	Y

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 1

7) JOB TITLE: *Program Director* **DATE FILLED:** *2/23/15*

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRED
				PERSON HIRED?
<i>InsideRadio.com</i>	<i>Janice Dowdell Online Posting</i>	<i>149 Penn Ave, Scranton, PA 18503</i>	<i>(570) 207-8571</i>	<i>N</i>
<i>Career and Job Centers Scranton, Wilkes-Barre</i>	<i>Email – Various Mari Olshefski</i>	<i>149 Penn Ave, Scranton, PA 18503</i>	<i>(570) 207-8599</i>	<i>N</i>
<i>AllAccess.com</i>	<i>Janice Dowdell Online Posting</i>	<i>149 Penn Ave, Scranton, PA 18503</i>	<i>(570) 207-8571</i>	<i>Y</i>

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: **3**

E. TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD: 28

F. TOTAL NUMBER OF INTERVIEWEES FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD PER RECRUITMENT/REFERRAL SOURCES

Newspaper Ads	John Waschek	149 Penn Ave., Scranton, PA	(570) 348-9100	0
Radio Station Recruitment Ads	Dave Mehall	149 Penn Ave., Scranton, PA	(570) 207-8579	7
Referral	Various	149 Penn Ave., Scranton, PA	(570) 207-8599	9
Internship Program	Mark Hoover	149 Penn Ave., Scranton, PA	(570) 207-8568	0
Employment/Job Fairs	Janice Dowdell/Mark Hoover	149 Penn Ave., Scranton, PA	(570) 207-8571	3
Radio Industry Publications, Online Posts- RBR, All Access, Inside Radio	Industry Publications or On-line Posts	28995 PCH Malibu, CA 90265, rbr.com,allaccess.com	(310) 457-6616 or Online Post	7
Career and Job Centers	Various—Mari Olshefski	See Attached List	(570) 207-8599	0
CollegeCentral.com and Emails to College and Universities	Internet Posting Site E-mail List Mari Olshefski	149 Penn Ave., Scranton, PA	(570) 207-8599	0
Former Employee - Rehired	Dave Mehall	149 Penn Ave., Scranton, PA	(570) 207-8579	1
Internal Company Posting	Janice Dowdell	149 Penn Ave., Scranton, PA	(570) 207-8579	1
				TOTAL 28

G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD
APRIL 1, 2014—MARCH 31, 2015

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
INTERNSHIP PROGRAM (On-Going) (10 students participated during this reporting period from area Colleges and Universities)	THE SCRANTON TIMES L.P.'S INTERNSHIP PROGRAM IS OPEN TO COLLEGE STUDENTS WHO DESIRE TO EARN COLLEGE CREDITS FOR EXPERIENCE IN RADIO BROADCASTING WITH A CONCENTRATION IN PROMOTIONS, PROGRAMMING, PRODUCTION AND SALES.	MARK HOOVER (Promotions Director)
COMMUNICATION CAREER CONNECTION UNIVERSITY OF SCRANTON SCRANTON, PA APRIL 25TH, 2014	SPOKE TO STUDENTS MAJORING IN COMMUNICATIONS. ADVISED AND PROVIDED INFORMATION TO STUDENTS ABOUT INTERNSHIPS AND CAREERS IN RADIO.	MARI OLSHEFSKI (Traffic Manager)
JOB FAIR LACKAWANNA COUNTY JOB FAIR MOOSIC, PA JUNE 13TH, 2014	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	VICTORIA BOST (Intern, Radio)
GREAT NORTHEAST JOB FAIR GENETTI MANOR DICKSON CITY, PA OCTOBER 15, 2014	PROMOTED AND ATTENDED BI-ANNUAL JOB FAIR HOSTED BY OUR PARENT COMPANY, THE SCRANTON TIMES NEWSPAPER GROUP. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	JANICE DOWDELL (Business Manager) MARK HOOVER (Promotions Director)
GUEST SPEAKERS WILKES UNIVERSITY – COM 221 WILKES-BARRE, PA DECEMBER 8, 2014	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	MARK HOOVER (Promotions Director) MIKE DUFFY (Production Director) JIM MORRIS (Account Executive)
TOUR OF BROADCAST FACILITY SCRANTON, PA February 27, 2015	STUDENTS FROM LUZERNE CO. COMMUNITY COLLEGE TOURED OUR RADIO STATIONS. PROVIDED INFORMATION ON OUR BROADCAST EQUIPMENT, FACILITY, EMPLOYMENT OPPORTUNITIES, OUR INTERNSHIP PROGRAM AND CAREERS IN RADIO BROADCASTING.	RON REINO (Announcer) MARK HOOVER (Promotions Director)
GREAT NORTHEAST JOB FAIR MOHEGAN SUN, WILKES-BARRE, PA MARCH 2, 2015	PROMOTED AND ATTENDED BI-ANNUAL JOB FAIR HOSTED BY OUR PARENT COMPANY, THE SCRANTON TIMES NEWSPAPER GROUP. PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES IN RADIO AND OUR INTERNSHIP PROGRAM.	KIM ROMANDOWSKI (Human Resources)

GUEST SPEAKER PENN STATE- WILKES-BARRE ADVERTISING CLASS LEHMAN, PA MARCH 16, 2015	PROVIDED INFORMATION ON CURRENT EMPLOYMENT OPPORTUNITIES AND OUR INTERNSHIP PROGRAM. INFORMED PARTICIPANTS ABOUT CAREERS IN RADIO BROADCASTING	DAVE MEHALL (Local Sales Manager)
BROADCAST JOB FAIR WVIA TV STUDIOS PITTSTON, PA MARCH 23, 2015	PARTICIPATION IN THE WVIA BROADCAST EMPLOYMENT FAIR HELD SPECIFICALLY FOR INDIVIDUALS INTERESTED IN EMPLOYMENT IN THE BROADCAST INDUSTRY. PROVIDED INFORMATION ON CURRENT JOB OPENINGS AND INTERNSHIP POSSIBILITIES.	JANICE DOWDELL (Business Manager, Radio)
JOB AND INTERNSHIP FAIR MISERICORDIA UNIVERSITY DALLAS, PA MARCH 26Th, 2015	PROVIDED INFORMATION ON EMPLOYMENT OPPORTUNITIES AND DETAILED INFORMATION ON OUR INTERNSHIP PROGRAM. ALSO INFORM STUDENTS ABOUT CAREERS IN RADIO BROADCASTING	MARK HOOVER (Promotions Director)
ADVISORY BOARD MEMBER LUZERNE CO. COMMUNITY COLLEGE NANTICOKE, PA	EMPLOYEE MAINTAINS ADVISORY BOARD POSITION FOR THE SCHOOL OF COMMUNICATIONS AT LUZERNE CO. COMMUNITY COLLEGE. INVOLVED IN DISCUSSIONS CONCERNING BROADCAST INDUSTRY TRENDS AND OPPORTUNITIES FOR STUDENTS IN RADIO BROADCASTING AT TIMES SHAMROCK COMMUNICATIONS.	MARK HOOVER (Promotions Director)

**** Updated 3/27/2015 ** OUTREACH ORGANIZATIONS**

#	ORGANIZATION/CONTACT	STATE	E-MAIL ADDRESS	PHONE #	DID SHAMROCK CONTACT ORGANIZATION TO REQUEST TO SEND JOB VACANCY INFORMATION?	DID ORGANIZATION CONTACT SHAMROCK TO REQUEST JOB VACANCY INFORMATION?
1	WILKES-BARRE CHAMBER OF COMMERCE/Joe Boylan	PA	joseph.boylan@wilkes-barre.org	570-823-2101	Yes	No
2	EMPLOYMENT OPPORTUNITY & TRAINING CENTER/Tara Carrol	PA	eotc@aol.com	570-348-6484	Yes	No
3	CAREERLINK-WILKES-BARRE/Marla Doddo	PA	marladoddo@lswib.org	570-822-1101	Yes	No
4	CAREERLINK-SCRANTON/Cathy Gerard	PA	c-cgerard@pa.gov	570-963-3110	Yes	No
5	KUTZTOWN UNIVERSITY/Alexis Merton	PA	careers@kutztown.edu	610-683-4077	Yes	No
6	LUZERNE COUNTY COMMUNITY COLLEGE/Jane Kaczmarczyk	PA	Jkaczmarczyk@luzerne.edu	570-740-0450	Yes	No
7	WILKES UNIVERSITY/Camille Kaschak	PA	careers@wilkes.edu	570-408-4060	Yes	No
8	KING'S COLLEGE/Kelly Gibbons	PA	monarchjob@kings.edu	570-208-5874	Yes	No
9	MARYWOOD UNIVERSITY/Allsion McHale	PA	careerservices@marywood.edu	570-348-6247	Yes	No
10	UNIVERSITY OF SCRANTON/Tracy Muth	PA	Mutht2@scranton.edu	570-941-7640	Yes	No
11	EAST STROUDSBURG UNIVERSITY/Melinda Rosen	PA	careerdevelopment@esu.edu	570-422-3219	Yes	No
12	SCRANTON CHAMBER OF COMMERCE/Kristine Augustine	PA	kaugustine@scrantonchamber.com	570-342-7711	Yes	No

COLLEGECENTRAL.COM

The following colleges post jobs on www.collegecentral.com

UNIVERSITY OF SCRANTON
KEYSTONE COLLEGE
KING'S COLLEGE
MISERICORDIA UNIVERSITY
WILKES UNIVERSITY

PENN STATE UNIVERSITY MULTIPLE CAMPUSES – Nittany Lion Recruiting

On-line Recruiting reaching Penn State campuses in:

Altoona, Beaver, Behrend-Erie, Berks, Delaware County, Harrisburg, Hazleton, Lehigh Valley, Mont Alto, McKeesport, Schuylkill, University Park, Wilkes-Barre, Worthington Scranton, York

